

Old Age, Disability, Death

First and current law: 1974.

Type of program: Provident fund system.

Exchange rate: U.S. \$1.00 equals 5.73 emalangeni.

Coverage

Employed persons. Exclusions: Casual employees, domestic servants, and aliens. Special system for public employees.

Source of Funds

Insured person: 5% of earnings.

Employer: 5% of payroll.

Government: None.

Maximum earnings for contribution and benefit purposes: 500 emalangeni a month.

Qualifying Conditions

Old-age benefit: Age 50, or age 45 and retired from regular salaried employment; also payable to employee emigrating permanently.

Disability benefit: Permanent total incapacity for any work; or permanent partial incapacity and inability to earn reasonable livelihood.

Survivor benefit: Death of employee prior to retirement.

Provision for reciprocal agreements with other countries operating a provident fund.

Old-Age Benefits

Old-age benefit: Total employer and employee contributions, plus at least 3% interest per year (7% in 1999). May be paid as a lump sum or in installments; convertible to annuity at employee's option.

Permanent Disability Benefits

Disability benefit: Total employer and employee contributions plus at least 3% interest per year (7% in 1999). May be paid as a lump sum or in installments; convertible to annuity at employee's option.

Survivor Benefits

Survivor benefit: Total employer and employee contributions, plus at least 3% interest per year. Payable to widow, other dependents, or persons designated by employee.

Administrative Organization

Ministry of Finance, general supervision. National Provident Fund, administration of program; managed by tripartite board and director.

Employer: Whole cost, through insurance premiums.

Government: None, except as employer.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 75% of earnings. (Sometimes paid as lump sum calculated according to expected duration.) Payable after 3-day waiting period until recovery or certification of permanent disability, up to maximum of 24 months.

Permanent Disability Benefits

Permanent disability benefit: Lump sum of 54 months' earnings, if totally disabled. Maximum, 27,000 emalangeni.

Minimum, 4,050 emalangeni.

Partial disability: Percent of full benefit proportionate to loss of working capacity.

Constant-attendance allowance: 25% of permanent disability benefit.

Workers' Medical Benefits

Medical benefits: Medical treatment expenses up to 9,619 emalangeni; also, expenses for appliances, up to 1,500 emalangeni; and transportation costs up to 250 emalangeni.

Survivor Benefits

Survivor benefit: Lump sum of 48 months earnings, less any permanent disability benefits paid to deceased. Minimum, 3,600 emalangeni; maximum, 24,000 emalangeni. Payable to dependent survivors or, if none, reduced amount to survivors partially dependent on deceased.

Funeral grant: Lump sum covering cost of funeral; maximum, 300 emalangeni.

Administrative Organization

Department of Labor, enforcement of law.

Employers must insure liability with private insurance company.

Work Injury

First law: 1963.

Current law: 1983.

Type of program: Compulsory insurance with private carrier.

Coverage

Employed persons. Exclusions: Domestic servants, shepherds, family labor, and casual workers.

Source of Funds

Insured person: None.